

OUTGOING MESSAGE

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OMF

C O N F I D E N T I A L

STAFF

FBIS 15062

CONFIDENTIAL

TO: ~~██████~~ FBIS/ABIDJAN, FBIS/AMMAN, FBIS/ASUNCION, FBIS/BANGKOK,
FBIS/GULF, FBIS/HONG KONG, FBIS/LONDON, FBIS/MBABANE, FBIS/NICOSIA,
FBIS/OKINAWA, FBIS/PANAMA CITY, FBIS/SEOUL, FBIS/TEL AVIV,
FBIS/VIENNA. 4

SUBJECT: STAFFING PATTERNS 4

BUREAU CHIEFS FROM 471

25X1

1. AS PART OF ONGOING FBIS CLASSIFICATION/COMPENSATION EFFORTS
AND IN PREPARATION FOR THE BUREAU CHIEFS CONFERENCE, WOULD LIKE
BUREAUS TO POUCH ASAP DETAILED WIRE DIAGRAMS OF PRESENT AND PROPOSED
STAFFING PATTERNS, INCLUDING NUMBER OF PERSONNEL AND GRADES FOR EACH
POSITION. INCLUDE NARRATIVE AS APPROPRIATE. 4

25X1

2. IN PREPARING PROPOSED STAFFING PATTERN, USE SUPERVISORY
GRADE LEVEL GUIDELINES AND POSITION STANDARDS POUCHED TO BUREAUS
LAST DECEMBER, AS WELL AS FOLLOWING: 4

A. MONITORS--ONE FBN-12 CHIEF MONITOR POSITION FOR 10-26
MONITORS. THERE IS NO PROVISIO AGAINST HAVING MORE THAN ONE FBN-12
POSITION PROVIDED THIS CAN BE JUSTIFIED BY MONITORS SUPERVISED.

DATE:

ORIG: 18 MARCH 1983

UNIT:

EXT:

RELEASING OFFICER

COORDINATING OFFICERS

AUTHENTICATING OFFICER

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7-80

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DUTIES AND RESPONSIBILITIES. ONE FBN-11 UNIT CHIEF POSITION FOR EVERY 2-5 MONITORS SUPERVISED. ONE FBN-10 SENIOR MONITOR POSITION FOR EVERY TWO MONITORS. FBN-9 MONITOR POSITION IS WORKING LEVEL. ☐ 4

25X1

B. ASSOCIATE EDITOR--SENIOR LEVEL IS FBN-11 BASED ON EXPERTISE AND EXPERIENCE. WORKING LEVEL IS FBN-10. ALTHOUGH NORMALLY NOT MORE THAN ONE PER BUREAU, ADDITIONAL FBN-11 POSITIONS ARE NOT PRECLUDED. IN RARE CIRCUMSTANCES, GIVEN SCOPE, COMPLEXITY OF THE POSITION AND NUMBER OF ASSOCIATES SUPERVISED, AN FBN-12 CHIEF ASSOCIATE EDITOR IS NOT OUT OF THE QUESTION. ☐ 4

25X1

C. TECHNICIAN--COMPLEXITY, TYPE AND AMOUNT OF EQUIPMENT ARE GRADE FACTORS, AS WELL AS SUPERVISION RECEIVED/GIVEN. FUTURE DEVELOPMENTS SUCH ROSET/INTERNET MAY HAVE IMPACT ON GRADES. FBN-8 IS TENTATIVE WORKING LEVEL, WITH FBN-9 AS SENIOR LEVEL. PMCD IS CONSIDERING POSSIBILITY OF FBN-10 FOR SENIOR LEVEL TECHNICIAN IN CERTAIN SITUATIONS SUCH AS REMOTING RESPONSIBILITIES AND ABSENCE OF STAFF ENGINEER OR TECHNICIAN. ☐ 4

25X1

D. COMMUNICATORS--FBN-6 IS UNSUPERVISED WORKING LEVEL

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{SHIFT SUPERVISOR}; FBN-7 IS SUPERVISOR. GRADE DETERMINANTS INCLUDE NUMBERS SUPERVISED, RELAY FUNCTIONS, VOLUME. INTERNET MAY HAVE IMPACT ON GRADES. LONDON IS LIKELY TO BE AN EXCEPTION, WITH GRADES ONE TO TWO LEVELS HIGHER DUE TO VOLUME, COMPLEXITY, NUMBER OF PERSONNEL AND MAJOR RELAY FUNCTIONS. [] 4

25X1

3. INTENT OF THIS EXERCISE IS TO GIVE BUREAUS AN OPPORTUNITY TO DEVELOP STAFFING PATTERNS WHICH IN THEIR OPINION ARE OPERATIONALLY APPROPRIATE TO MEET THEIR RESPECTIVE NEEDS WITHIN THE ESTABLISHED CONFINES OF PMCD REQUIREMENTS, WHILE AT THE SAME TIME PROVIDING HOPEFULLY SUFFICIENT FLEXIBILITY TO ACHIEVE A DEGREE OF EQUITY IN THE TRANSITION TO A UNIFORM FBIS CLASSIFICATION/COMPENSATION SYSTEM. [] DECL OADR DRV COL-14 [] .H

25X1

25X1

DATE: 18 MARCH 83

ORIG: []

UNIT: FBIS/OPS

EXT: []

25X1

25X1

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